

Old Age, Disability, Death

First law: 1922.

Current law: 1992.

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 122,000 Karbovaets (K).

Coverage

All employees. Special provisions for victims of Chernobyl catastrophe.

Source of Funds

Insured person: 1% of earnings.

Employer: 37% of payroll.

Government: None.

Above contributions also finance benefits for cash sickness, maternity, work-injury, and for employee family allowances.

Qualifying Conditions

Old-age pension: Age 60 and 25 years of covered employment (men), or age 55 and 20 years of work (women); requirements reduced by 5 or more years for arduous or hazardous work, mothers of 5 or more children or of disabled children, disabled veterans, and other specified conditions. Covered employment includes years spent in higher education, serving in armed services, taking care of disabled persons or children under age 3; and periods of unemployment while seeking a job.

Early pension payable to unemployed older workers (men aged 58-1/2 to 60 and women 53-1/2 to 55 who meet the requirements for covered employment) in case of enterprise liquidation or reorganization of enterprise.

Disability pension: Insured has a minimum of 1 to 15 years of covered employment, depending on age of onset of disability. Total disability (incapacity for any work): Group I disability, requiring constant attendance; Group II disability, not requiring constant attendance. Partial disability (incapacity for usual work): Group III disability.

Survivor pension: Insured had up to 15 years of work, payable to surviving children whether or not dependents of the insured; and to nonworking dependents (including spouse; either parent, if disabled or not yet of pensionable age; grandparents, if no other support available).

Social pension: Citizens not eligible for old-age, disability, or survivor pension who are not working and

- 1 aged 60 for men or 55 for women; and
- 2 disabled if disability began in childhood.

Old-Age Benefits

Old-age pension: 55% of wage base if 25 years of work (men, or 20 year for women) of work, plus 1% of wage for each year in excess of 25 years (men, or 20 for women). Payable monthly. Maximum: 75% of wage base (85% for particularly hazardous working conditions); minimum pension: 200% of minimum wage (minimum wage: K60,000 per month as of January 1995). Wage base equals gross average earnings in last 2 years or best 5 consecutive years during the worker's career.

Partial pension (if insufficient years of covered employment): Monthly benefit reduced in proportion to number of years below required years of coverage; minimum, 50% of old-age pension. Supplementary benefits payable to non-working pensioners with disabled dependents, and to pensioners aged 80 or older. *Social pension:* 50% of minimum old-age pension. Adjustment: Periodic benefit adjustments according to cost of living changes. Carer's allowance: Payable monthly to carer of aged over 80 years old; carer not otherwise employed, and may receive unemployment benefit.

Permanent Disability Benefits

Disability pension: Total disability pension: Group I, 70% of earnings; Group II, 60% of earnings. Partial pension for total disability (if insufficient years of covered employment): Same as under old-age pension. Partial disability (Group III): 40% of earnings. Payable monthly. *Social pension:* 30%-200% of minimum old-age pension depending on degree of disability. Carer's allowance: Payable monthly to carer of Group I disabled child under age 16; carer not otherwise employed, and may receive unemployment benefit. Adjustment: Periodic benefit adjustments according to cost of living changes.

Survivor Benefits

Survivor pension: Payable monthly at 30% of wage base of the insured for each dependent; 40% of earnings for widow if spouse died in war. Minimum: 100% of minimum old-age pension per month. Partial pension (if insufficient period of covered unemployment): Monthly benefit reduced in proportion to number of years below the required years of coverage. Funeral grant: 10 times minimum wage if employee, student, or unemployed; 2 months of pension benefits (or 10 times minimum wage, whichever is higher) if pensioner. Adjustment: Periodic benefit adjustments according to cost of living changes.

Administrative Organization

Ministry for Social Protection of the Population, general coordination. Regional and local social protection departments, administration of program.

Sickness and Maternity

First law: 1912.

Current law: 1955, as amended 1990, 1992 and 1993.

Type of program: Dual social insurance (cash benefits) and universal (medical care) systems.

Coverage

Cash benefits: Employed persons, on leave to pursue education and

training, unemployed as result of enterprise liquidation, or registered unemployed.

Medical care: All residents.

Special provisions for victims of Chernobyl catastrophe.

Source of Funds

Insured person: Cash benefits: see pension contribution above; medical care: none, except for voluntary medical insurance policies.

Employer: Cash benefits: see pension contribution above; medical care: whole cost of optional employer-operated health care facilities.

Government: Cost of medical care and cost of universal maternity cash benefits by central and local government budgets.

Qualifying Conditions

Cash and medical benefits: No minimum qualifying period.

Sickness and Maternity Benefits

Sickness benefit: 60% of earnings (or stipend if on leave for education or training), if less than 3 years' service; 80% if 3-8 years' service; 100% if over 8 years.

Payable until determination of permanent disability, not to exceed 4 months (per illness, 6 months per year). Benefits payable also for working parent caring for a sick family member, up to 14 days per case.

Maternity benefit: Employed women: 100% of earnings payable for 70 calendar days before and 56 days (70 days in case of complicated birth or multiple births) after confinement; women on leave for education and training: 100% of stipend; unemployed due to enterprise liquidation: 100% of earnings received at last place of work; registered unemployed for at least 10 months: 100% of minimum wage.

Monthly benefits equal to 100% of minimum wage paid for child care leave until child is 3 years old to employed women, and women on leave for education and training; 50% of minimum wage to eligible unemployed women until child is 2 years old.

Workers' Medical Benefits

Medical benefits: Medical services provided directly to patients by governmental health providers.

Preventive care, general and specialist curative care, hospitalization, laboratory services, dental care, maternity care, and transportation. Patient ordinarily pays part of cost of appliances.

Medicines, if provided with hospitalization, are free. Also free for disabled children under age 16; children under age 1; and pensioners receiving minimum pension.

Care in sanatoria and rest homes, preference being given to workers who may pay part of cost.

Dependents' Medical Benefits

Medical benefits for dependents: Same as for head of household.

Administrative Organization

Cash benefits: Ukrainian Social Insurance Fund, general oversight of the program; Ministry of Social Protection, and social protection departments of local governments, administration of benefits.

Medical care: Ministry of Health, and health departments of local governments, general supervision and coordination; provision of medical services through clinics, hospitals, maternity homes, and other facilities administered by the Health Ministry and local health departments.

Work Injury

First law: 1912.

Current laws: 1955 (short-term benefits) and 1990 (pensions).

Type of program: Dual social insurance (cash benefits) and universal (medical care) system.

Coverage

Cash benefits: All employees.

Medical care: All residents.

Special provisions for victims of Chernobyl catastrophe.

Source of Funds

Insured person: Cash benefits: see pension contributions above; medical care: same as under general medical care.

Employer: Same as above.

Government: Same as above.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 100% of earnings. Payable from first day of incapacity, until recovery or award of disability pension.

Permanent Disability Benefits

Permanent disability pension: Same as general disability pensions above.

Workers' Medical Benefits

Medical benefits: Same as under general medical care, plus full cost of appliances and medicines.

Survivor Benefits

Survivor pension: Same as general survivor pensions above.

Administrative Organization

Temporary disability benefits: General supervision by Ukrainian Social Insurance Funds; enterprises and employers pay benefits to own employees.

Pensions: Same as under old-age, disability and survivor pensions above.

Medical care: Same as under general medical care above.

Unemployment

First law: 1921.

Current law: 1992.

Type of program: Social insurance system.

Coverage

Working age citizens. Special provisions for victims of Chernobyl catastrophe.

Source of Funds

Insured person: None.

Employer: 3% of payroll.

Government: Subsidies as needed from central and local governments.

Qualifying Conditions

Unemployment benefit: Registered at employment office; ability and willingness to work, and does not have any other income exceeding the minimum wage.

Benefits may be reduced, suspended or terminated if worker is discharged for violating work discipline; leaving employment without good cause; violating conditions for job placement or vocational training; or filing fraudulent claims.

Unemployment Benefits

Unemployment benefit: Unemployment due to reorganization, enterprise liquidation: Benefits payable after 3-month waiting period (when unemployed receiving severance pay). 75% of average wage in previous job (or minimum wage, whichever is higher) for months 4-6, and 50% for next 6 months. Maximum: Average wage in the region.

Early pension benefits equal to 50% of past wage for unemployed older workers with less than 2 years before retirement age and with required covered employment for the old-age pension. Benefits payable for 15 months.

Unemployment not due to reorganization or enterprise liquidation: benefits payable monthly for a total of 12 months (18 months if within 2 years of entitlement to early pension) in next 3 years (6 months in first year, 3 months in second year, remaining months in third year). Unemployed with covered employment of at least 12 weeks in preceding 12 months: 50% of previous average wage, but not lower than 100% minimum wage, and not higher than the regional (oblast) average wage.

For unemployed persons seeking work for the first time or after not working for over a year: 75% of minimum wage.

Unemployment assistance (payable to unemployed persons who have exhausted the 12-month unemployment benefits): equal to 50% of minimum wage per month.

Dependent supplements (income-tested) : 50% of minimum wage for each dependent, payable if household per capita income lower than monthly subsistence minimum.

Administrative Organization

Ministry of Labor, general policy coordination.

Employment Service and its local offices, administration of program.

Family Allowances

First law: 1944.

Current law: 1992, as amended 1993.

Type of program: Dual social insurance and social assistance system.

Coverage

Families with children. Special provisions for victims of Chernobyl catastrophe.

Source of Funds

Insured person: See pension contribution above.

Employer: See contributions for pensions and for cash maternity benefits.

Government: Central and local budget subsidies for allowances for children of unemployed families and of non-working mothers.

Qualifying Conditions

Family allowances: Large families (3 or more children), single mothers with 1 or more children, and families with 1 or more disabled children.

Family Allowance Benefits

Family allowances: Children under age 16 (18 if student) (income-tested): 50% of minimum wage per child. Families with 3 or more children under age 16 (income-tested): monthly benefit equal to 100% of minimum wage; families with 4 or more children: 200% of minimum wage. Single mothers (including widows and widowers not receiving survivor pension or social pension) and children whose father evade child support (income-tested): 50% of minimum wage for each child under 16 (18 if student). Guardians of children under age 16 (income-tested): 200% of minimum wage. Carers for disabled children under age 16: 100% of minimum wage. Delivery grant: lump-sum equal to 4 times the minimum wage; additional 200% of minimum wage payable to mothers undergo prescribed prenatal care regime.

Administrative Organization

Ukrainian Ministry of Social Protection, and local departments of social protection, administration of program for unemployed families and non-working mothers.

Employers: payments to employees.

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